

## EXHIBIT "A"

MEMORANDUM OF AGREEMENT

The respective collective bargaining representatives of the City of Portland, the Bureau of Police, the "City" and of the Portland Police Association, the "Association", have reached tentative agreement in collective bargaining and hereby agree to recommend the following terms and conditions to the City Council and the membership of the Association. This agreement is contingent upon ratification by the City Council and the membership of the Association. The terms which the respective bargaining representatives recommend are as follows:

1. Wages: Freeze wage rates for fiscal year 1983-84.
2. Contract Language: Extend present language without change, except as mutually agreed to July 1, 1985.
3. Hospital-Medical Cost Study Committee: The Association will participate in a joint committee consisting of representatives of all labor organizations representing City personnel and representatives of the City. Such committee shall be responsible for reviewing benefit design and other elements of cost for the purpose of recommending changes in benefit structure and administrative procedures which will reduce our cost of the program. Results of the study will be subject to implementation separately under each collective bargaining agreement and only by mutual agreement between the City and each labor organization involved.
4. Term of Agreement: Two years, subject to reopening on the subject of wages for 1984-85 only per requirements of Article 63.

LETTER OF AGREEMENT

In the interest of achieving equity among the employees of the City who are represented by different labor organizations, it is agreed between the City and the Portland Police Association if collective bargaining with either I.A.F.F. Local 49 or District Council of Trade Unions results in a wage settlement other than a wage freeze for fiscal 1983-84, then the agreement between the City and the Portland Police Association will be open for negotiations on the subject of wages on request by Portland Police Association. If no agreement is reached in bargaining, the issue will be subject to final and binding arbitration with a view to maintaining equity in Police Department salaries.

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Francis J. Ivancie  
Mayor

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Stan Peters  
President  
Portland Police Assoc.

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Jewel Lansing  
City Auditor

# ORDINANCE No. 154889

An Ordinance authorizing the Mayor and Auditor to execute a memorandum of agreement between the City of Portland and the Portland Police Association relating to terms and conditions of employment of represented employees and declaring an emergency.

The City of Portland ordains:

Section 1. The Council finds:

1. Representatives of the City and the Portland Police Association have agreed to a memorandum of agreement containing terms and conditions of employment for certain City employees for the period July 1, 1983 to June 30, 1985.
2. Said terms and conditions have been reduced to a memorandum of agreement which the Mayor and Auditor should be authorized to execute.

NOW, THEREFORE, THE Council directs:

- a. The Mayor and Auditor are authorized to execute a memorandum of agreement between the City and the Portland Police Association relating to terms and conditions of employment of represented employees.
- b. Said agreement to conform to the agreement attached to the original only of this ordinance marked "Exhibit 'A'" which, by this reference, is made a part thereof.

Section 2. The Council declares that an emergency exists because delay would unnecessarily delay the implementation of new benefits and pay rates; therefore, this ordinance shall be in force and effect from and after its passage by the Council.

Passed by the Council, JUL 27 1983

Commissioner Mike Lindberg  
Jon D. Stephens  
July 21, 1983

JEWEL LANSING

Auditor of the City of Portland

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By Erna Cervoni  
Deputy

Calendar No. **1995**

**ORDINANCE No. 154889**

**Title**

An Ordinance authorizing the Mayor and Auditor to execute a memorandum of agreement between the City of Portland and the Portland Police Association relating to terms and conditions of employment of represented employees and declaring an emergency.

THE COMMISSIONERS VOTED AS FOLLOWS:		
	Yeas	Nays
JORDAN	/	
LINDBERG	/	
SCHWAB	/	
STRACHAN	/	
IVANCIE	/	

FOUR-FIFTHS CALENDAR	
JORDAN	
LINDBERG	
SCHWAB	
STRACHAN	
IVANCIE	

Filed JUL 21 1983

JEWEL LANSING  
Auditor of the CITY OF PORTLAND

By *Gordon Cross*  
Deputy

INTRODUCED BY	
Commissioner Mike Lindberg	
NOTED BY THE COMMISSIONER	
Affairs	
Finance and Administration	
Safety	
Utilities	
Works <i>ML/MS</i>	
BUREAU APPROVAL	
Bureau: BUREAU OF PERSONNEL	
Prepared By: Ken Cross	Date: 7/21/83
Budget Impact Review:	
<input type="checkbox"/> Completed <input checked="" type="checkbox"/> Not required	
Bureau Head: <i>[Signature]</i>	
CALENDAR	
Consent <input checked="" type="checkbox"/>	Regular <input type="checkbox"/>
NOTED BY	
City Attorney	
City Auditor	
City Engineer	